

## **ABSTRACT**

*A concern regarding Human Resources within an organization is really critical to reach maximum employees' performance. Employees' performance is influenced by several factors such as job stress and job satisfaction. This research will analyze how job stress and job satisfaction affect the level of nurses' performance. Job stress is defined as a tense condition which impacts to emotion of thinking process and the employees' condition himself. Job stress potentially disrupt employee to carry out job tasks and eventually prevent him reaching his maximum level. Job satisfaction is described as the attitude of employee concerning aspects surrounding the job.*

*The population of this research is all nurses working at Sultan Agung Islamic hospital. The sampling technique used is Simple Random Sampling technique. With total of 72 persons, data are collected by questionnaire method. The collected data is analyzed using regression analysis to examine the effect of job stress and job satisfaction toward nurses' performance.*

*The result shows that job stress significant impact in negative way toward nurses' performance. On the other hand, job satisfaction affect positively and significant toward nurses' performance.*

*Key words: job stress, job satisfaction, performance*